

# **EXHIBIT 2486**

**to the Declaration of  
Lisa J. Cisneros in Support of  
Plaintiffs' Opposition Briefs**

**REDACTED VERSION**

**Part 3 of 3**

## Next Steps

- HR Operating Plan for 2009 to be developed
  - Building plans specific to areas of focus
  - Determine priorities and trade-off decisions
  - Each HR leader will share more

Doug Mack

Photoshop Express

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## Service Awards 10+ Years

▪ Joanne Pires	San Jose	5 years
▪ Anne Storer	San Jose	10 years
▪ Karen Prince	San Jose	10 years
▪ Rosemary Arriada-Keiper	San Jose	10 years



For outstanding teamwork on Leading the Global Engagement:

Melissa Daimler

Laura Mills

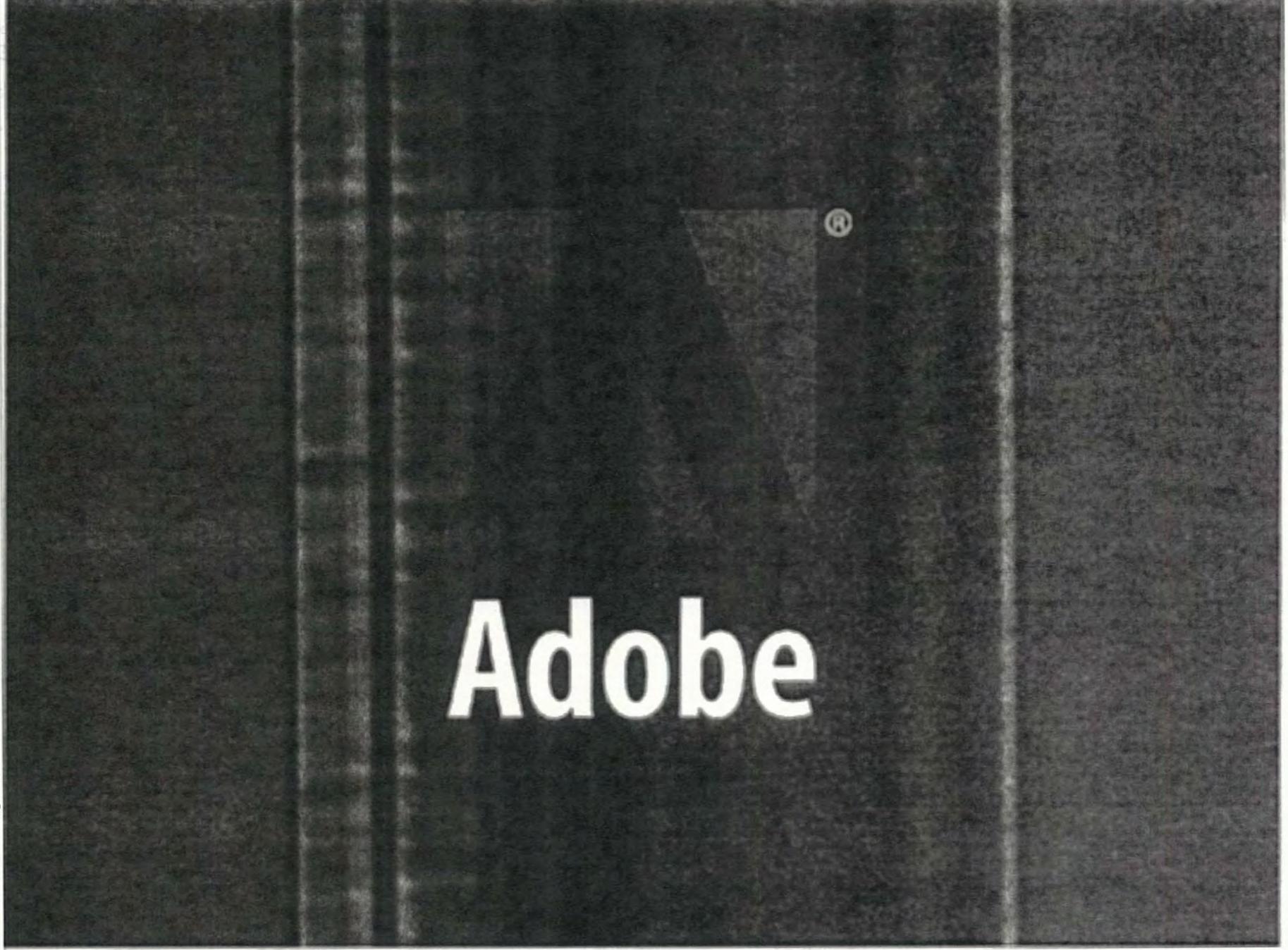
Lisa America



## Global Engagement Survey Team – Special Thanks!

- Jack Gilmore
- Rajesh Rai
- Karen Prince
- Nancy Fontes
- Michelle Smith
- Chris Veilleux
- Barbara Dawson
- Angela Volfer
- Jocelyn Vosburgh
- Guy Worrell

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# EXHIBIT 5

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# HR Strategic Plan 2010 - 2013

Donna Morris  
SVP, Human Resources

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## Adobe Employee Strategic Objectives

Recognized as a dynamic and agile global organization with exceptional employees who are rewarded based on their embodiment of our values and their contribution to success of the business.

### Core Values

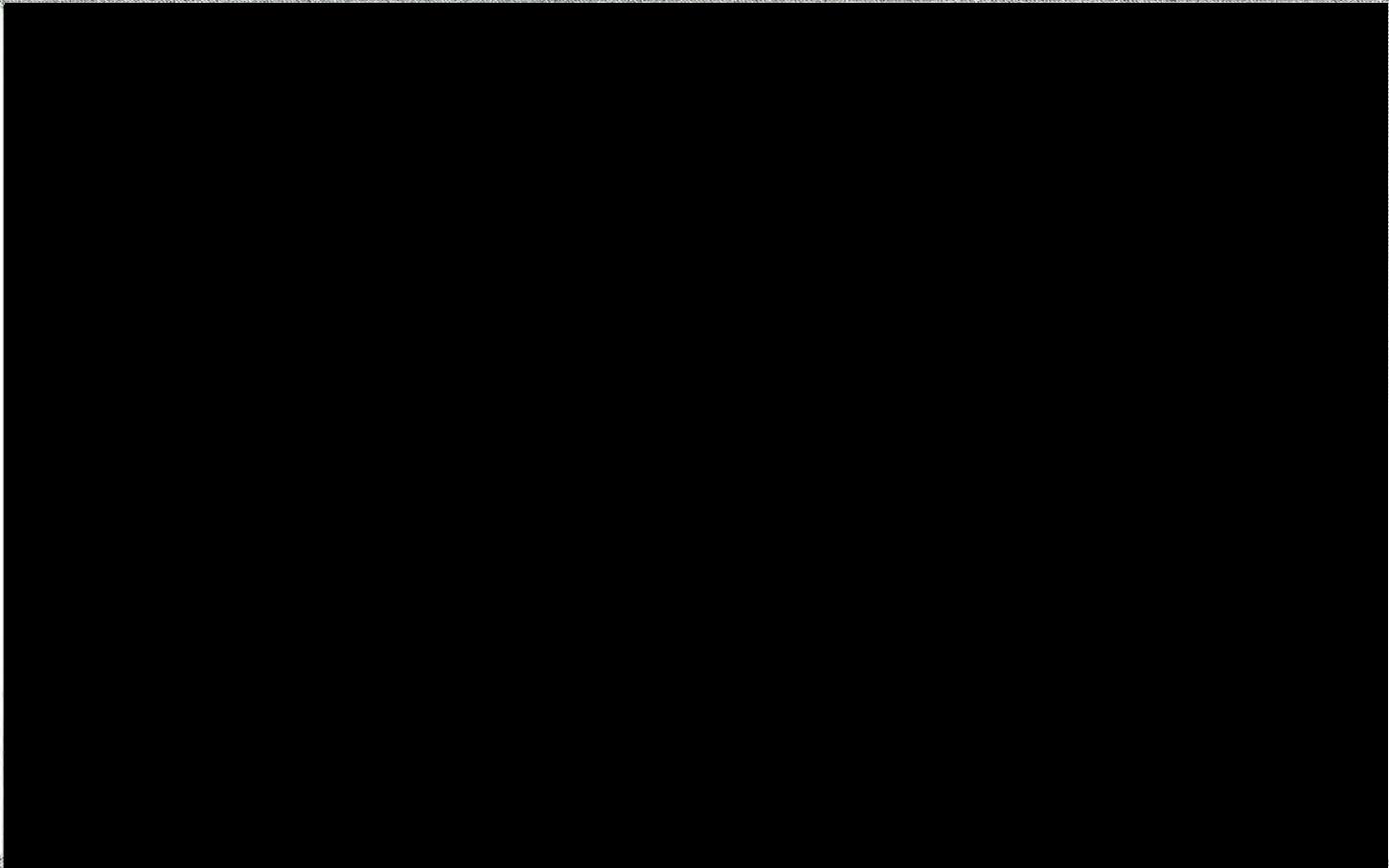
Talent  
Management

Total Rewards

Organizational  
Growth and  
Development

### Performance Management

## HR Strategic Imperatives and Success Attributes



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## Key Workforce Trends

Trends

Organizational Shifts

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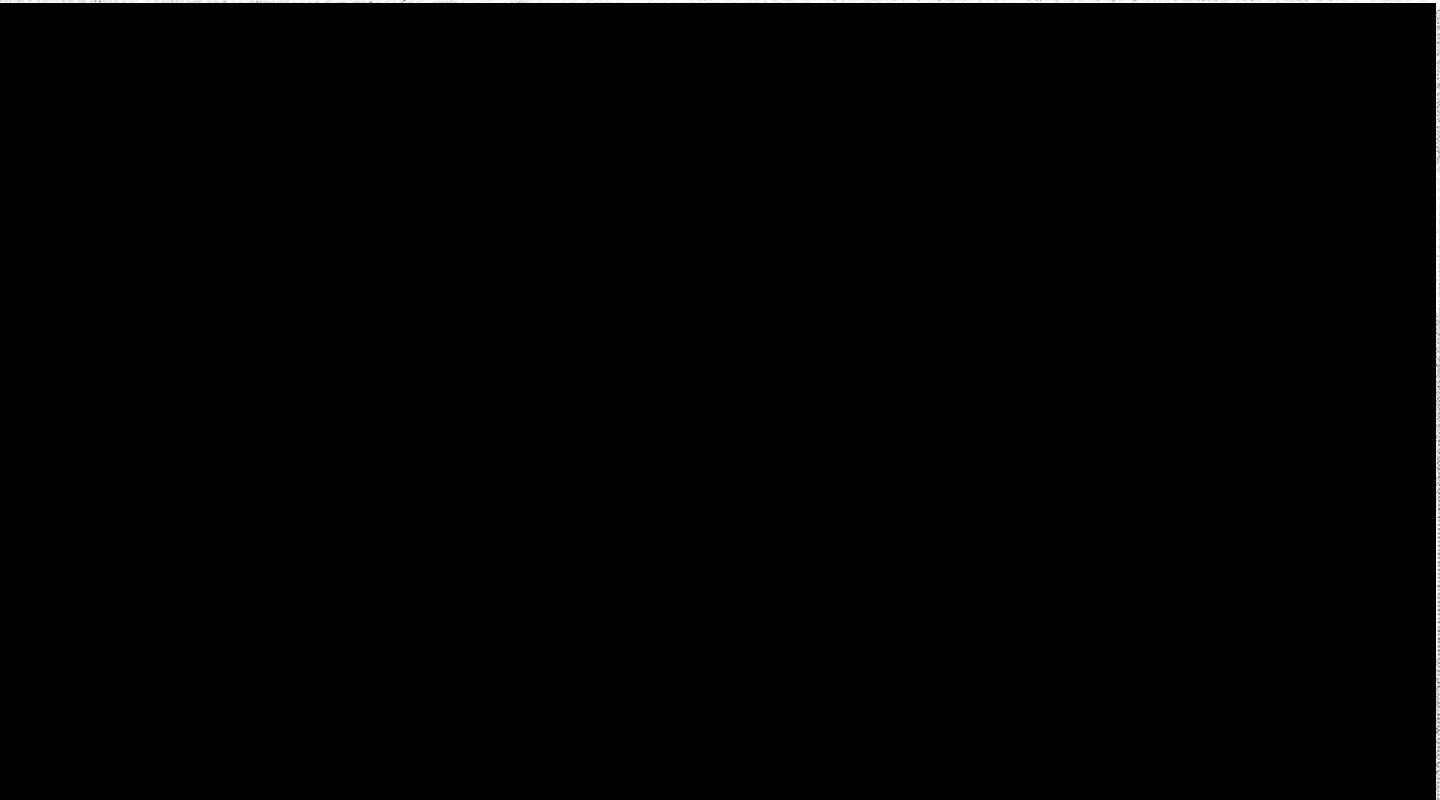
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## Key Shifts by Strategic Priority

Strategic Priority

Key Shifts



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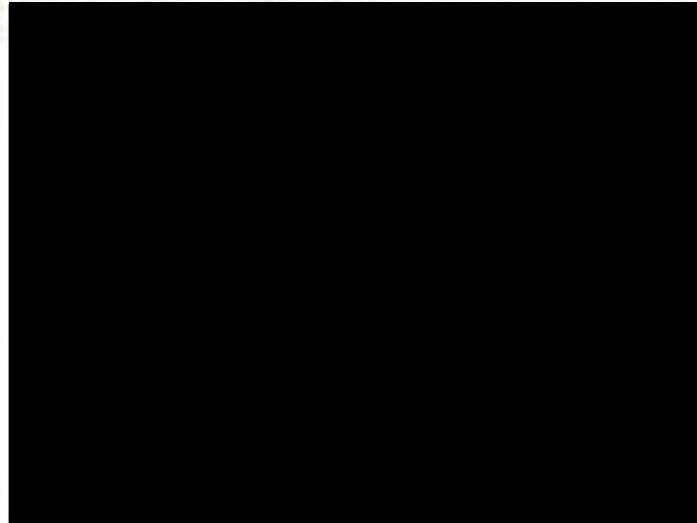
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## Talent Acquisition Philosophy



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## Talent Acquisition Strategic Success

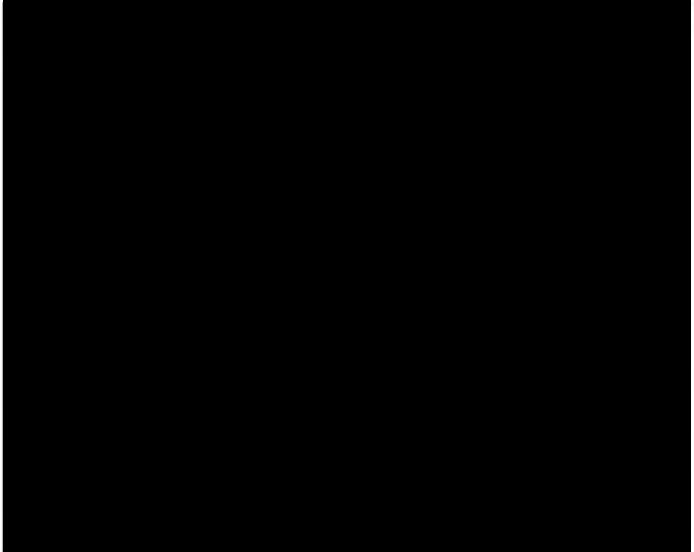
Current



Future



Performance Management Philosophy



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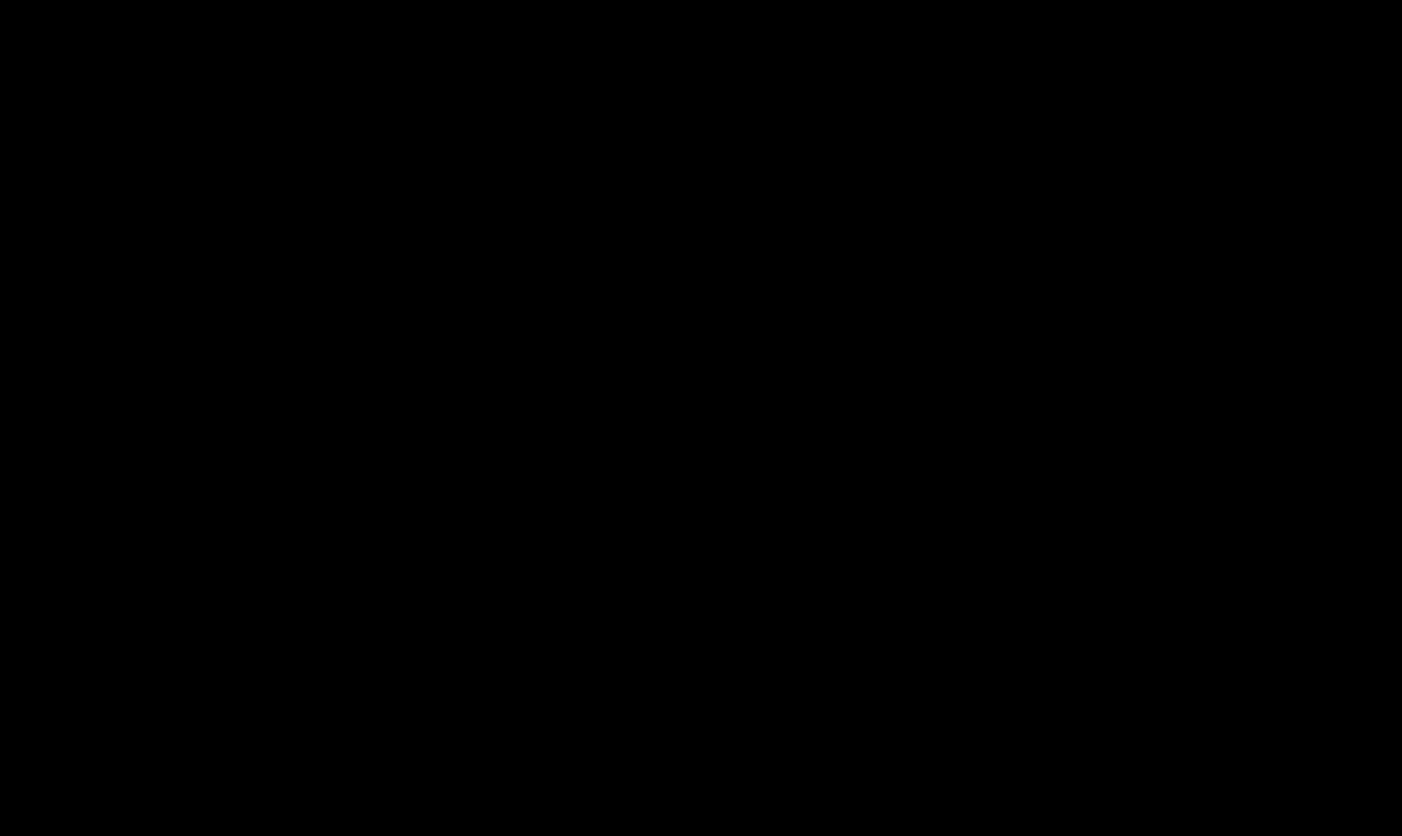
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## Performance Management Strategic Success

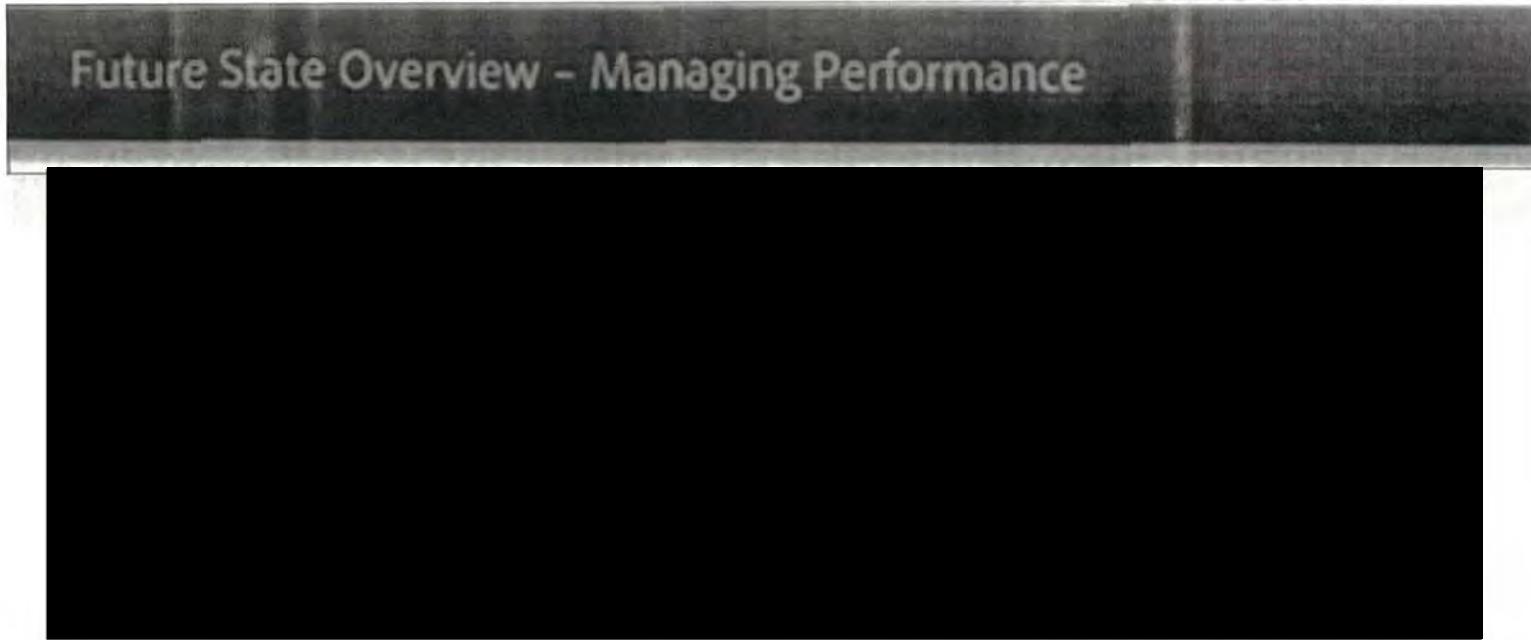


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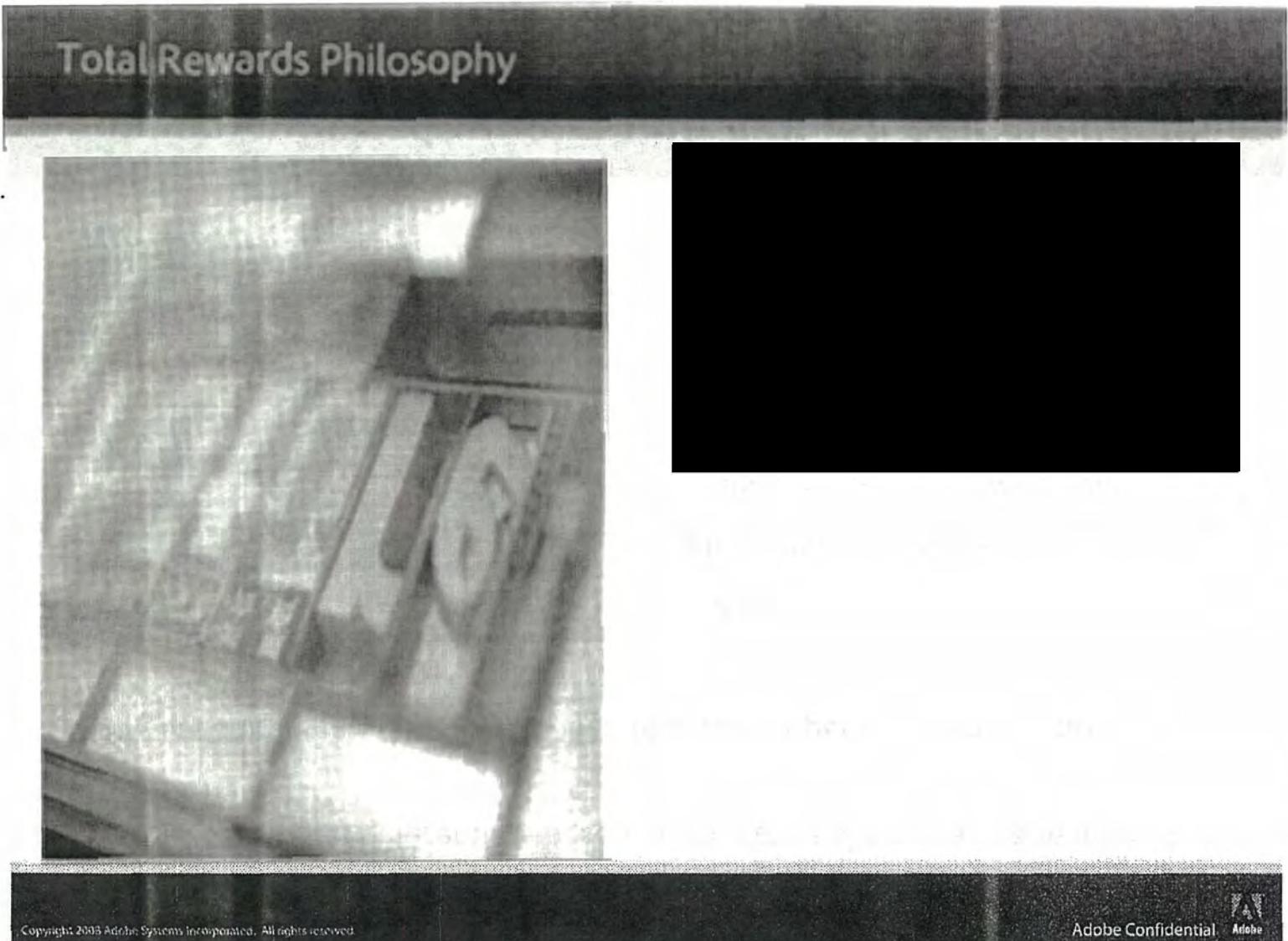
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## Total Rewards Strategic Success

Current

Future

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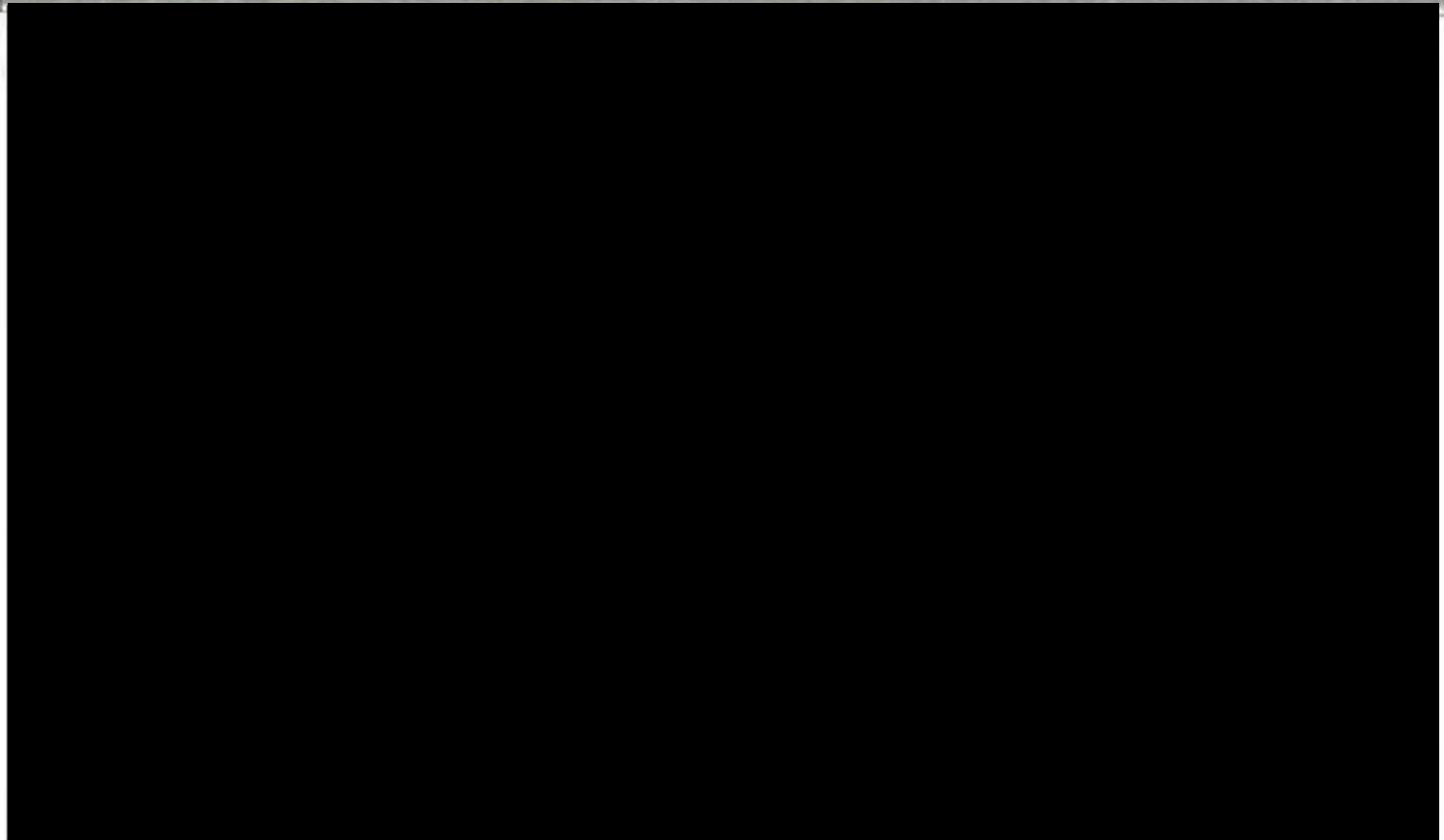
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## Future State Overview - Total Rewards Priorities

- Ensure Total Rewards objectives align with, enable and support the company business strategy



## Future State Overview - Aligning Pay to Performance



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## Organizational Growth and Development Philosophy



Growing our key talent to  
provide the internal pipeline  
for tomorrow

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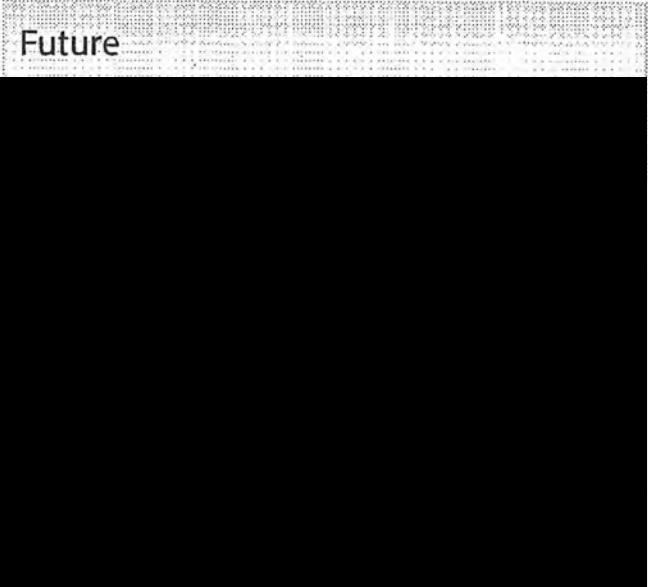
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## Organizational Growth and Development Strategic Success

Current



Future



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## HR Operations Philosophy



Recognized for global HR excellence by providing the business with best practice processes and systems that provide high impact to the company leveraging centralization and a cost effective approach to HR and business priorities

## Future State Overview - HR Operations

- Intended outcome is to ensure HR is cross functional to increase efficiencies and effectiveness



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## HR Excellence



Align HR across the function to increase agility and flexibility, building and leveraging capabilities resulting in faster execution and focus on key strategic priorities

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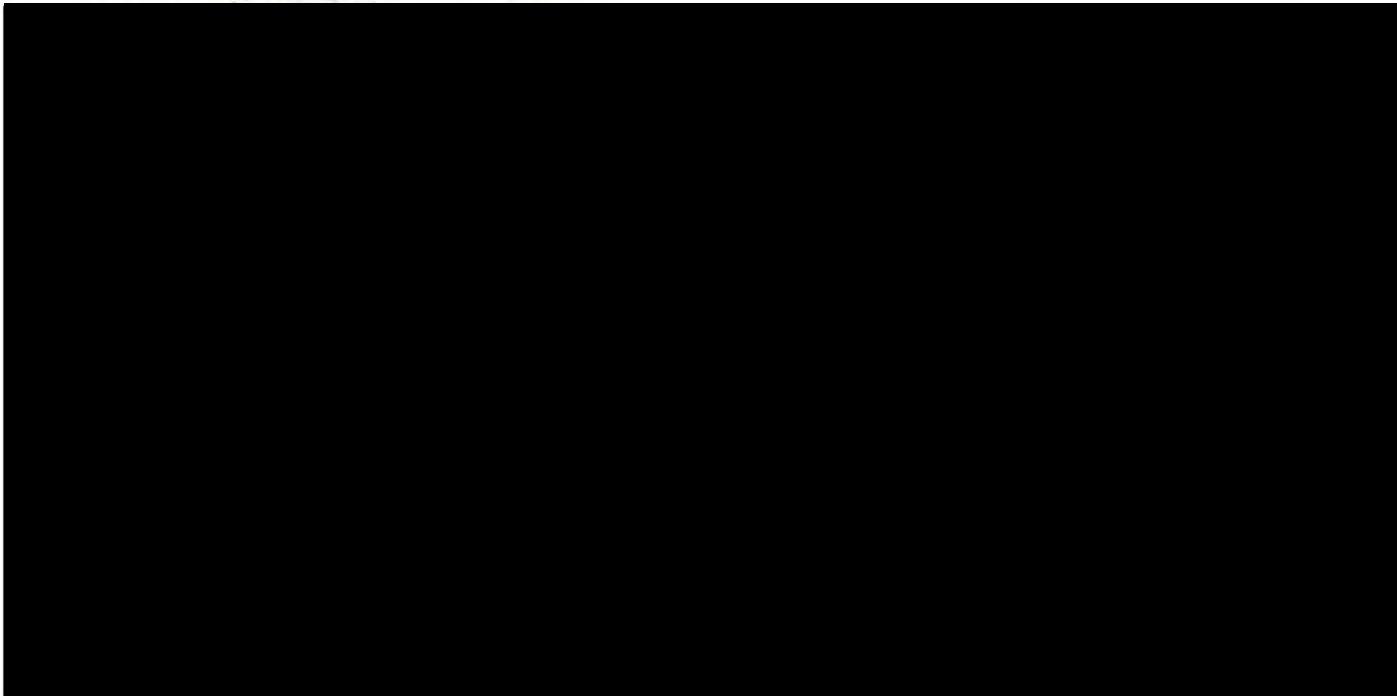
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## Future State Overview - Building HR Capabilities

- Build HR capabilities globally to support the business as it continues to evolve and scale



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## 2009 - 2013 Strategic Objectives, Measures and Metrics

Success Metric	Measurements	2009 Targets	2013 Targets

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## 2009 - 2013 Strategic Objectives, Measures and Metrics

Success Metric	Measurements	2009 Targets	2013 Targets

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## Performance Management Engagement Survey Measurement

- Increase YOY engagement survey metrics related to performance management:

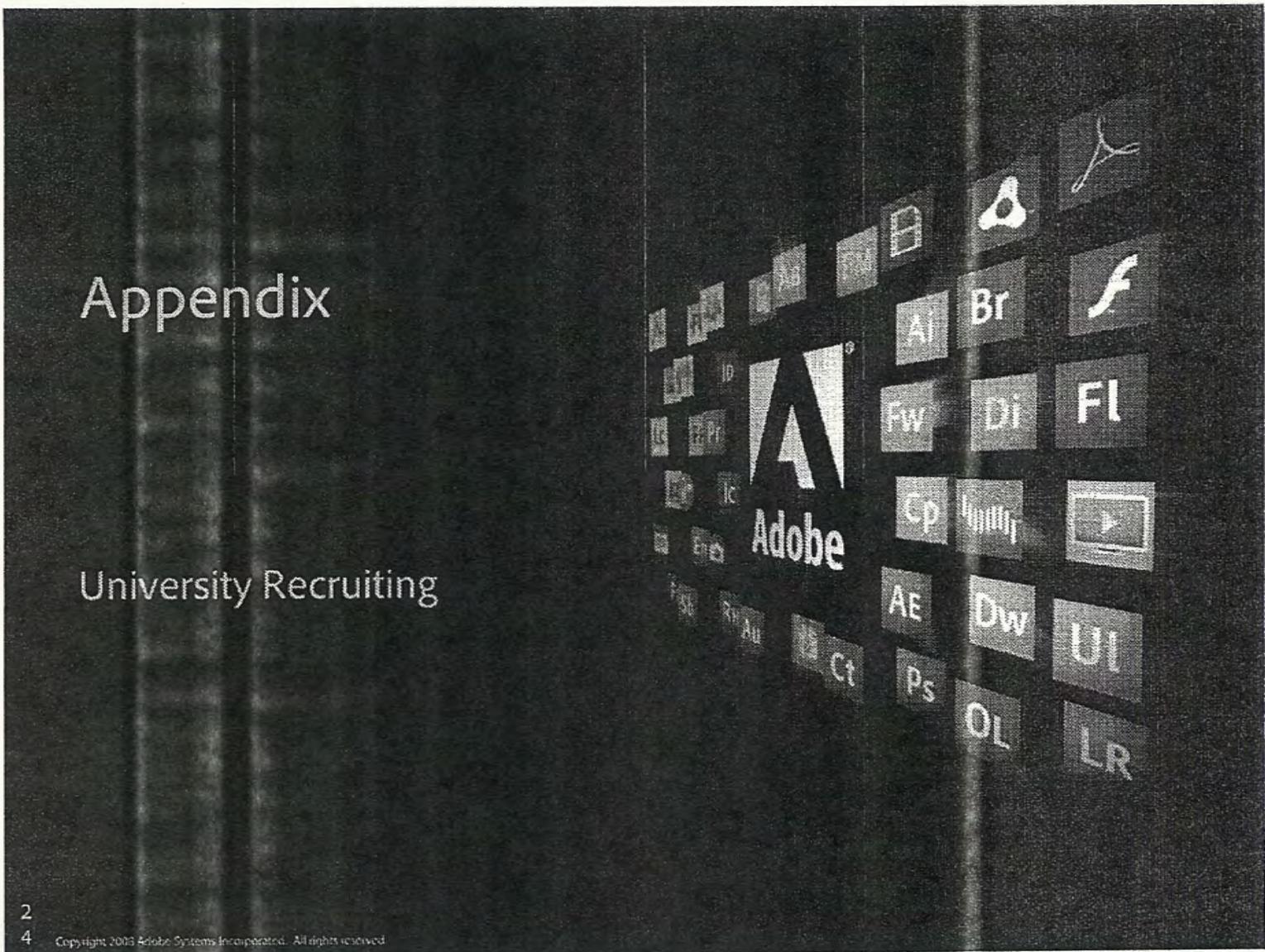
Focus	FY 2009	FY 2010 Target

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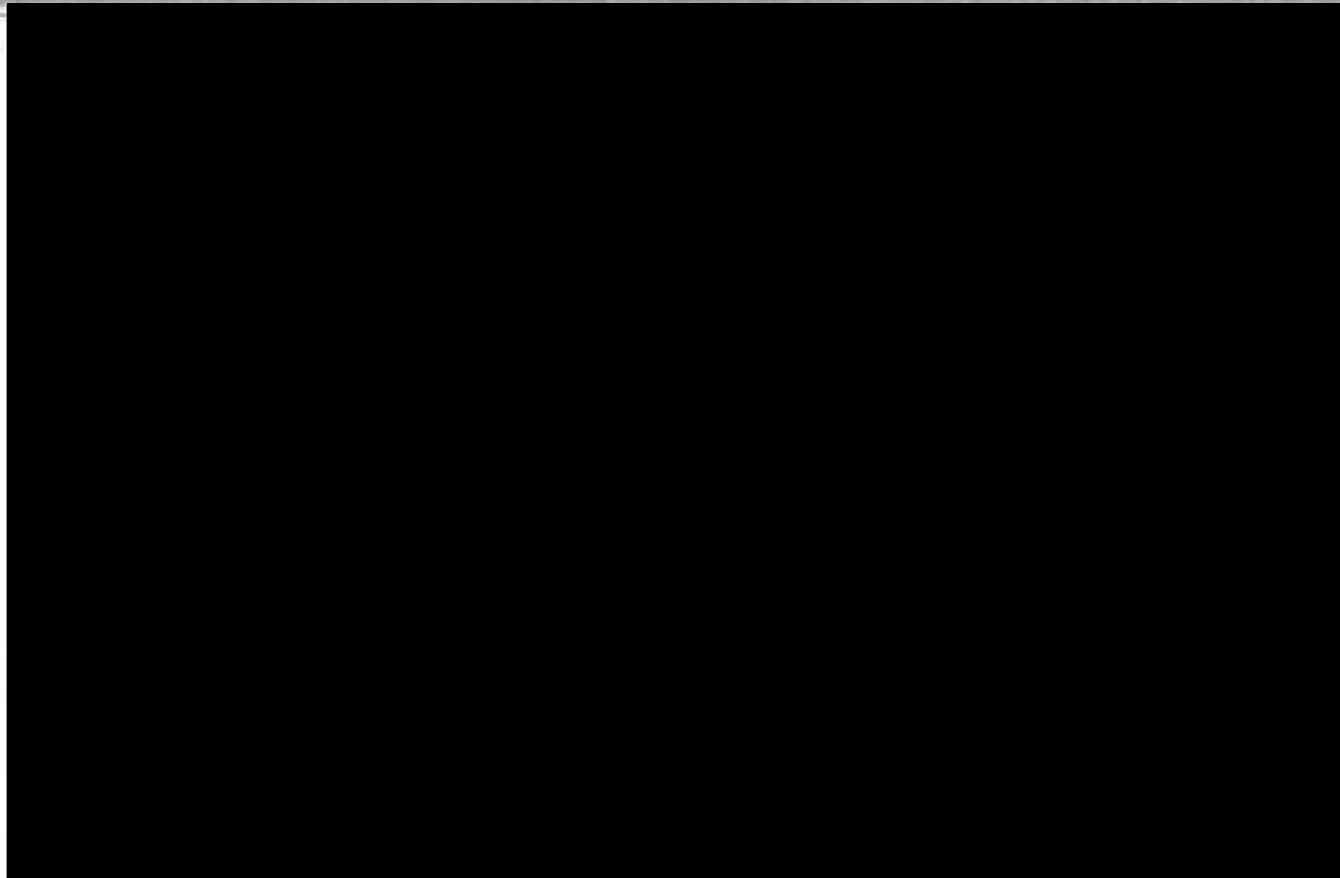
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## University Recruiting Operating Plan: Key Shifts



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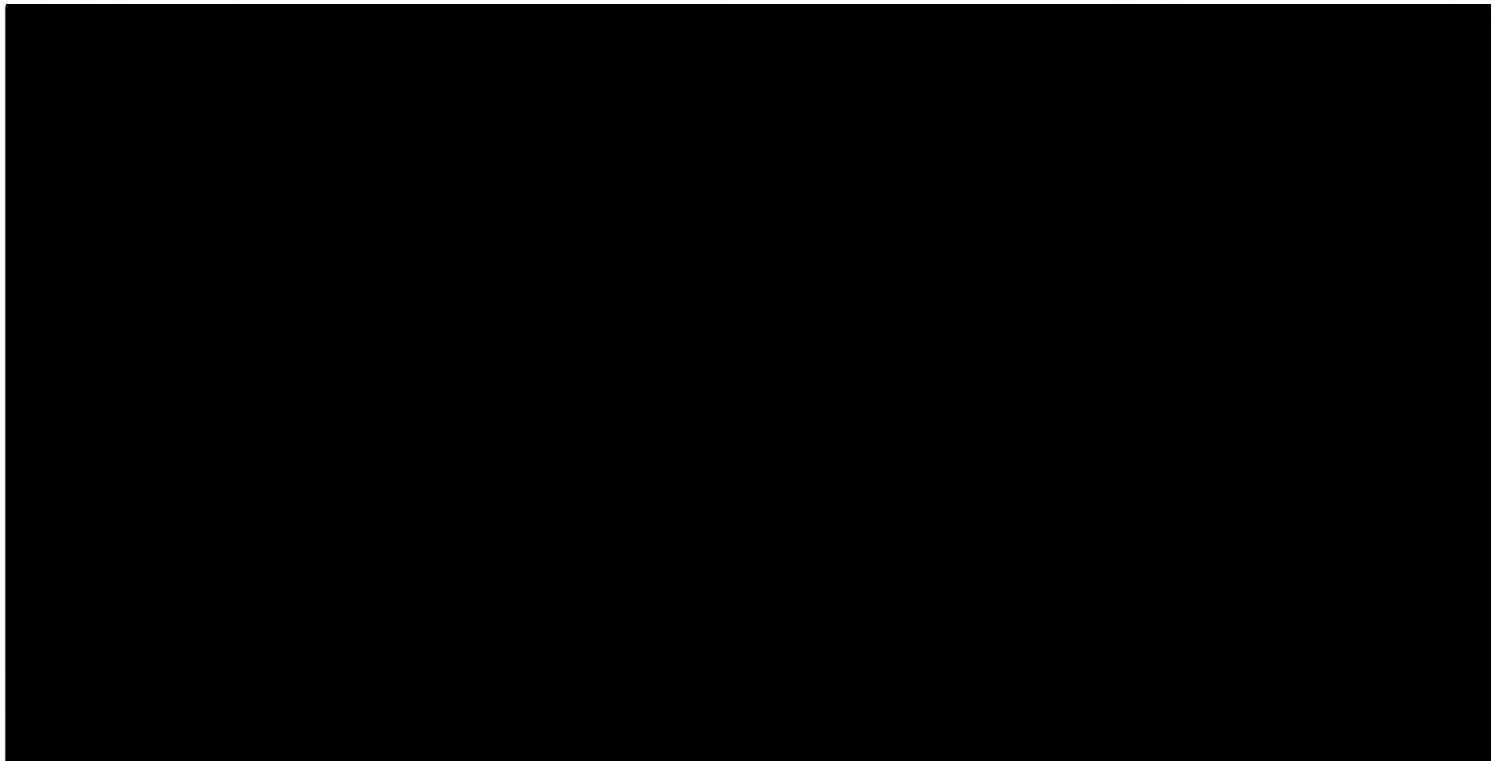
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## University Recruiting: 3 Year Roadmap



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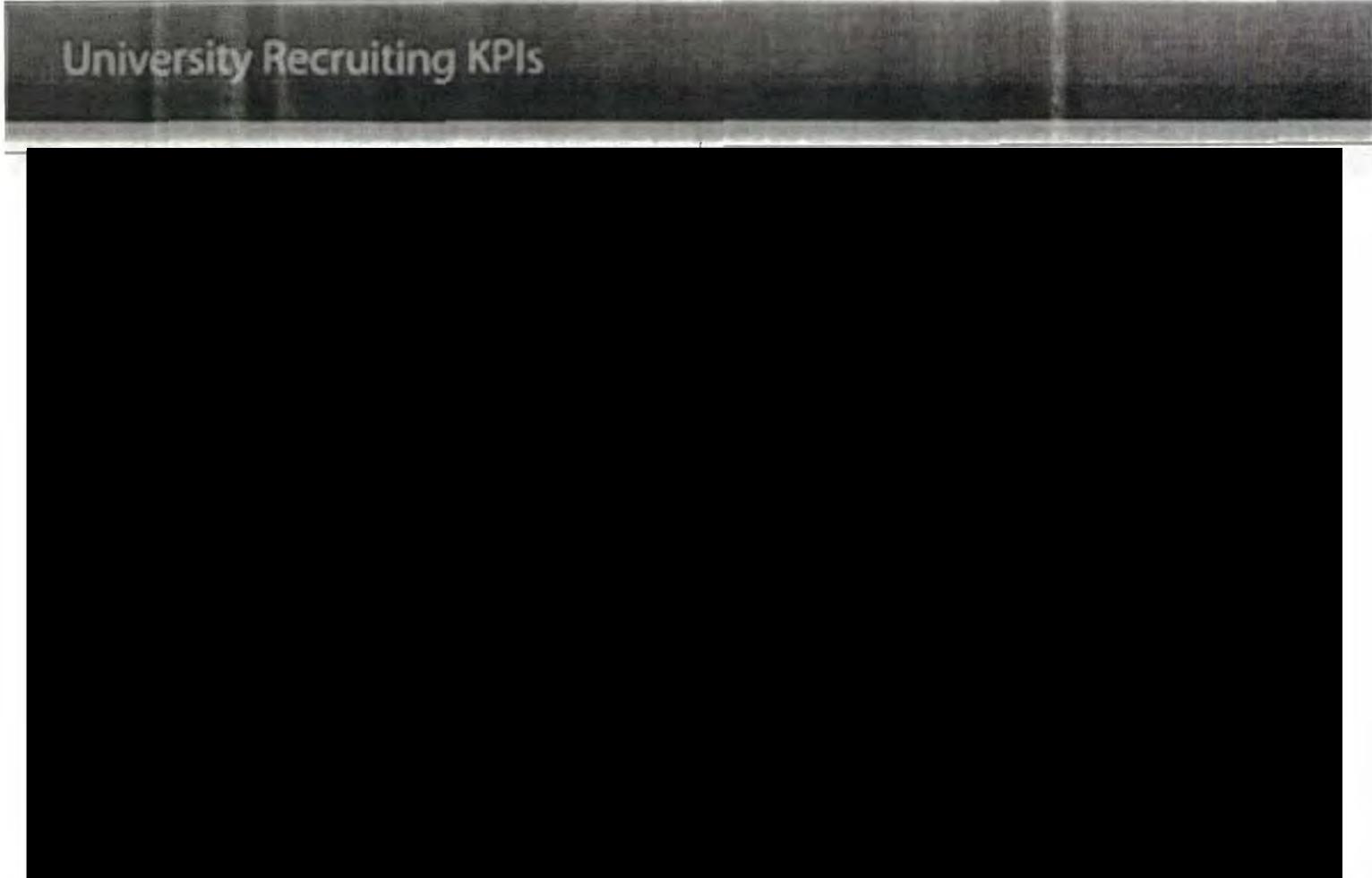


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## University Recruiting KPIs



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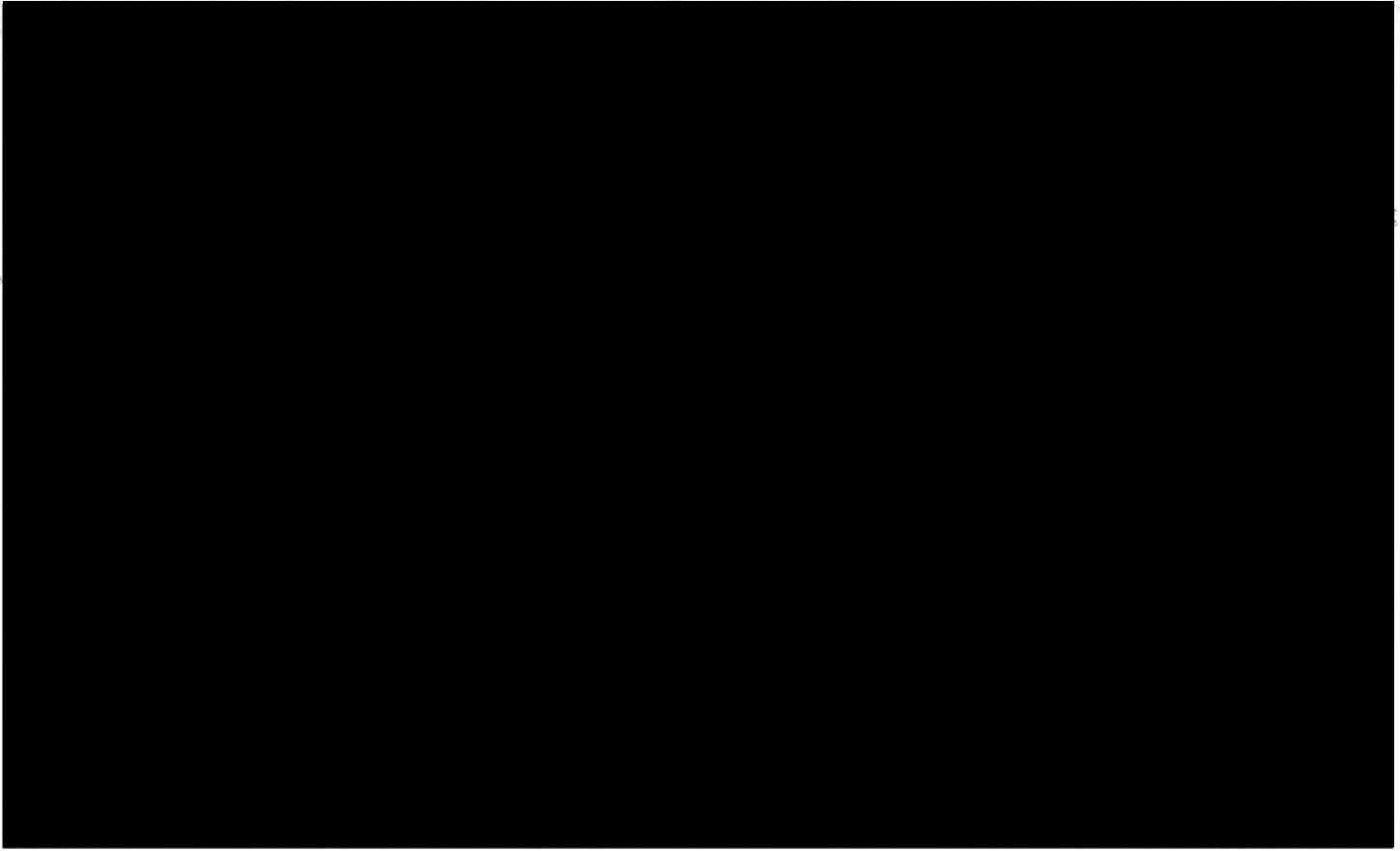
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University Recruiting: FY10 Targeted Universities



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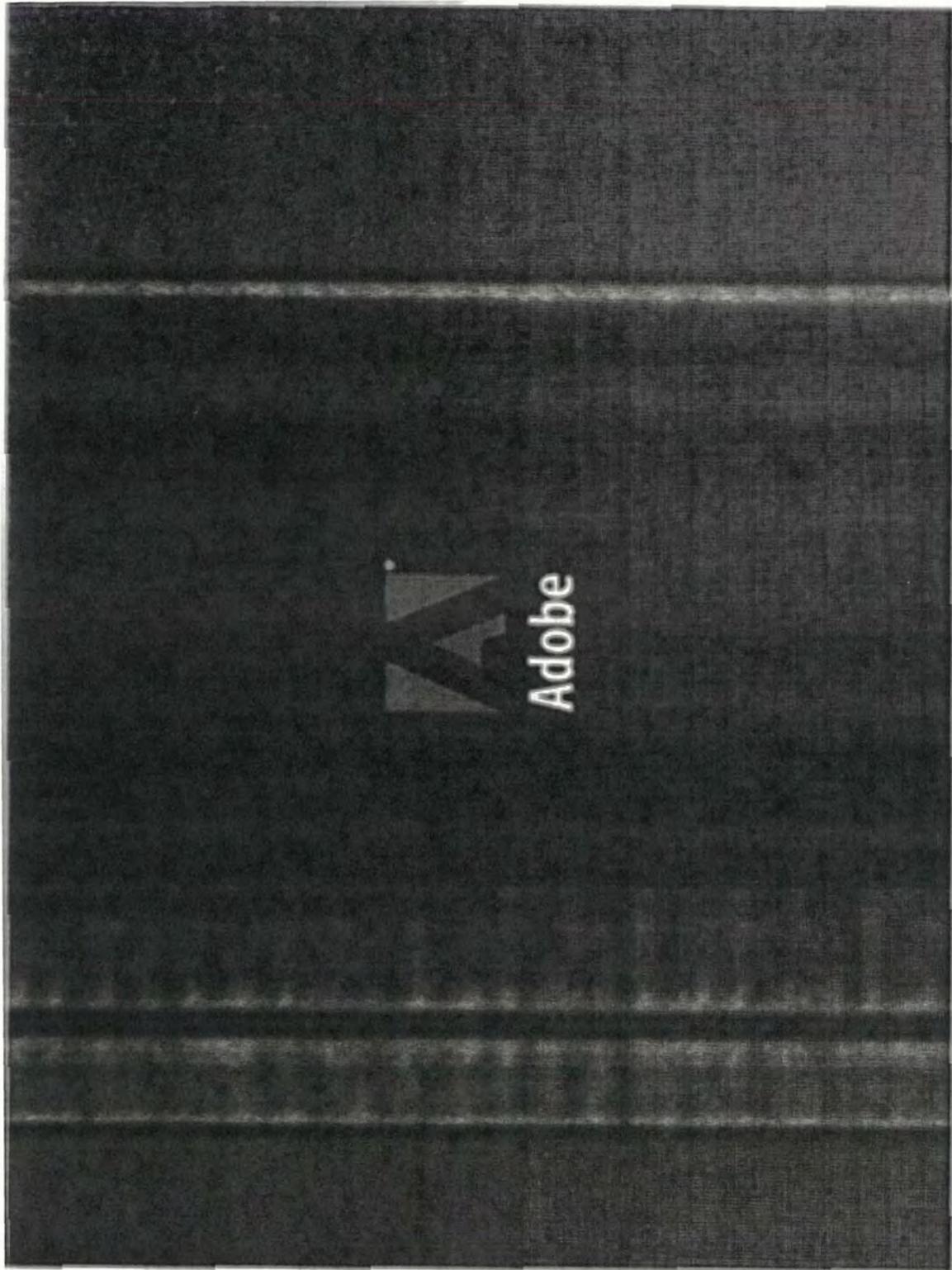
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